

REPORT

That in pursuance of directions passed by the Hon'ble Supreme Court in '**Aureliano Fernandes v. State of Goa and Others**', Civil Appeal No.2482/2014 vide orders dated 12.05.2023, Establishment-II (Contractual Cell) conducted an education/ training programme for all women employees of this Court regular female Officers/officials, female staff working in diverted/deputation basis, female contractual staff and female Law Researchers/ Interns etc. of this Court about the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, commonly known as the PoSH Act. This said education/training programme was conducted in three sessions on different dates i.e. 28.03.2024, 05.04.2024 and 06.04.2024 in the Auditorium, 6th Floor, 'S' Block of this Court.

The following officers were nominated by worthy Registrar General as Resource Persons for the purpose:-

- i) Ms. Priya Mahendra, Joint Registrar (Judicial)
- ii) Mr. Ravinder Singh Joint Registrar (Judicial)
- iii) Ms. Bhawani Sharma, Joint Registrar (Judicial).

In compliance with the directions of Hon'ble Internal Complaints Committee comprising Hon'ble Ms. Justice Prathiba M. Singh, Hon'ble Mr. Justice Amit Bansal, Hon'ble Ms. Justice Neena Bansal Krishna, Hon'ble Ms. Justice Tara Vitasta Ganju, Hon'ble Ms. Justice Shalinder Kaur, Ms. Maninder Acharya, Senior Advocate and Ms. Meena Bhardwaj, Joint Registrar contained in Minutes of the Meeting of the Hon'ble Committee held on 06.05.2024, Establishment-II (Contractual Cell) conducted an Awareness/ Education programme for all Officers of this Court to sensitize them with the provisions of the PoSH Act, 2013 on 03.08.2024 under the guidance and supervision of Hon'ble Internal Complaints Committee. This training/education programme was held in 04 (four) different sessions, i.e. 02 (two) sessions each in the Auditorium and the Judges

Lounge/Hall, 6th Floor, ‘S’ Block of this Court. The entire programme was conducted in pre-lunch and post-lunch sessions, 01 (One) session each in Auditorium and Judges Lounge/Hall simultaneously in both pre and post lunch timings. As per the recommendations of Hon’ble Internal Complaints Committee of this Court, vide Minutes dated 06.07.2024, following 08 (eight) Resource Persons were nominated for the purpose of educating all the Officers of this Court about the provisions, rules and relevant regulations of the PoSH Act, 2013, who had real time experience and deep knowledge regarding the matter:

S. No	Name of the Resource Person	Designation	Brief background
1.	Mr. Prashant Sharma	Judicial Officer, Delhi Judicial Academy	Officer of Delhi Higher Judicial Services
2.	Ms. Priya Mahendra	Joint Registrar (Judicial)	Officer of Delhi Higher Judicial Services
3.	Mr. Ravinder Singh	Joint Registrar (Judicial)	Officer of Delhi Higher Judicial Services
4.	Ms. Bhawani Sharma	Joint Registrar (Judicial)	Officer of Delhi Higher Judicial Services
5.	Prof. (Dr.) Ritu Gupta	Professor, NLU, Delhi	Prof. (Dr.) Ritu Gupta is a Professor of Law at National Law University Delhi (NLUD) and has got teaching experience of almost 22 years. She is Research Director of Centre for Business and Financial Laws (CBFL) at NLUD. Prior to joining of the Internal Complaints Committees (ICC) of the Cabinet Secretariat at Rastrapati Bhawan, Principal Scientific Advisor to Government of India. Competition Commission of India (CCI) and NHRC. Given trainings on POSH Act.

6.	Ms. Aparna Bhat	Advocate	Advocate dealing with women rights. Her office was appointed by Delhi Government to operate "Rape Crisis- a 24-hour multidisciplinary support service, including helpline for rape victims" between 2005 and 2011. As a result of working with victims/survivors of sexual assault, she has borne witness to various challenges posed by the police, doctors, executives, prosecutors, as well as Judges. She has also represented and counselled numerous victims of sexual assault, acid attack and other violent crimes. Given trainings on POSH Act.
7.	Mr. Vishal Bhasin	Advocate	Co-Founder of No Means No and Chief Learning Officer at the Centre for Skill Development & Training (CSDT), leads India's number one POSH compliance organization. With over 20 years of experience, worked with esteemed organizations such as the British High Commission, IDP Australia, Michigan University and the Hero Group of Companies.
8.	Mr. Ranjan Kumar	Former Deputy Secretary, Institute of Secretariat Training and Management	Faculty at ISTM for about 5 years. Dealt with RTI, POSH Act, Part, Procedure, Office Procedure. Vigilance, Conduct Rules etc. Given trainings on POSH Act.

In addition to the abovesaid resource persons, the Hon'ble Judges, Chairman/Members of the Internal Complaints Committee remained present throughout the sessions of the Awareness Programme. The Hon'ble Judges also interacted with the Resource Persons and shared their valuable insights in the matter. Prior to commencement of each session, Hon'ble Ms. Justice Prathiba M. Singh, the Presiding Officer of the Internal Complaints Committee, held an introductory interactive session

with the Officers of this Court on the subject matter and also encouraged the Officers to take part in the sessions actively. In addition thereto, other Hon'ble Judges of the Internal Complaints Committee also graced the stage by sharing their valuable insights with the Officers of this Court. Apart from the provisions of the PoSH Act, the Hon'ble Judges primarily emphasized upon the gender sensitization and promoting gender equality in the workplace so that such cases do not occur in the first place.

Furthermore, Ms. Aditi Choudhary, the then Director, Delhi Judicial Academy also shared her valuable views and imparted awareness to the participants on the topic broadly covering the key-points viz. Take Home-Understanding Gender Equality & its Importance; How to ensure a safe working space in your office & knowledge of legal aspects of sexual harassment; Why This Training? – Ensuring Fundamental Rights, Gender Equality-Life & Liberty & Equal Right to Work; Road Map for Training-Understanding Sexual Harassment at Workplace; Relationship between Gender Discrimination & Sexual Harassment; and Conceptual framework for VAW (Violence Against Women), etc.

It is pertinent to mention here that the afore-said two programmes so conducted also had interactive sessions, wherein both the Resource Person(s) and the trainees (Officers/officials of this Court) participated actively and shared their thoughts in the matter.

It is noteworthy that 497 officers/officials of this Court attended the aforesaid education/ training/PoSH programme held on 28.03.2024, 05.04.2024 & 06.04.2024 and 348 officers of this Court attended education/ training/PoSH programme held on 03.08.2024.



03rd August, 2024, Hon'ble Ms. Justice Prathiba M. Singh, Chairperson of the Delhi High Court's Internal Complaints Committee addressing the Officers of High Court of Delhi



03rd August, 2024, Hon'ble Ms. Tara Vitasta Ganju, Member of the Delhi High Court's Internal Complaints Committee addressing the Officerss/Officials of High Court of Delhi



03rd August, 2024, Hon'ble Mr. Justice Amit Bansal and Hon'ble Ms. Justice Tara Vitasta Ganju during the education/ training/PoSH programme.



03rd August, 2024, Hon'ble Ms Justice Neena Bansal Krishna during the education/ training/PoSH programme

The education/training programme broadly covered following aspects under the PoSH Act:-

- **Definition of sexual harassment.**
- **Gender Sensitization and promoting gender equality in the workplace.**
- **The message that the organization has a zero-tolerance policy towards any act of sexual harassment.**
- **Scope and applicability of the policy.**
- **Complaining mechanism and the contact details of Internal Committee Members Redressal process – formal and informal Rights and the protection provided to the complainant, respondent and witnesses in a sexual harassment case.**
- **Responsibility of the employer and employees in ensuring safety within the workplace.**
- **Employee and Employer according to POSH Act.**
- **Internal Committee, its responsibilities and the details of IC members.**
- **Process for filing a sexual harassment complaint.**
- **Punishments for sexual harassment.**
- **Consequences of filing a false complaint.**
- **Difference between an unsubstantiated complaint and a false complaint.**
- **Consequences of retaliation.**

- **Responsibilities of someone who has witnessed harassment.**
- **Responsibilities of employees in preventing sexual harassment in the organization.**

As mandated in the Chapter VI of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the newly recruited officials of this Court, be it Senior Personal Assistants or Junior Judicial Assistants etc., all are being sensitized about the provisions of the PoSH Act. Accordingly the PoSH Act training has been included in the regular training modules of all new entrants viz. Junior Judicial Assistants, Senior Personal Assistants, etc. and they are being sensitized on this topic along with other topics set forth in their training module, upon their joining of this Court.

In line with the above, the topic “Awareness of PoSH Act, 2013” was incorporated in the training modules of the trainings imparted to newly joined Junior Judicial Assistants and Senior Personal Assistants on 03.09.2024 and 07.12.2024 respectively.



03rd August, 2024, Hon'ble Ms. Justice Prathiba M. Singh, Chairperson of the Delhi High Court's Internal Complaints Committee addressing the Officers of High Court of Delhi



Question-Answer session conducted with the participants during the training programme.



Female participants during the training programme of Female Officers/Officials of High Court of Delhi